

School of Business

Instructional Faculty Fall/Spring Overload, Summer Compensation and Adjunct Pay Matrix - Effective Spring 2022

The full School of Business Overload Compensation Policy can be found on the Document Library site (URL- <http://business.gmu.edu/doclib/>)

| | | Instructional Faculty Overload: | | | | Instructional Faculty Overload: | | | | Adjunct | | | |
|---------------|-------------------------------------|---|---------------------------|-----------------------------|----------------------------|---|----------------|--------------|--------------|-------------|----------------|--------------|--------------|
| | | 1st Overload Course (Per Semester) ¹ | | | | Additional Overload Courses (Per Semester) ² | | | | | | | |
| | | 1 Credit | 1.5 Credits | 2 Credits | 3 Credits | 1 Credit | 1.5 Credits | 2 Credits | 3 Credits | 1 Credit | 1.5 Credits | 2 Credits | 3 Credits |
| Fall & Spring | Undergraduate | 3.3% of 9-month base salary | 5% of 9-month base salary | 6.7% of 9-month base salary | 10% of 9-month base salary | \$1,667 | \$2,500 | \$3,333 | \$5,000 | \$1,925 | \$2,888 | \$3,850 | \$5,775 |
| | Graduate (MBA, MSA, MSF, MSM, MRED) | | | | | | | | | \$2,450 | \$3,675 | \$4,900 | \$7,350 |
| | Executive Degree Programs (MS TECM) | \$5,000 | \$7,500 | \$10,000 | \$15,000 | | | | | \$3,500 | \$5,250 | \$7,000 | \$10,500 |
| | Graduate International Residencies | \$3,333 | \$5,000 | \$6,667 | \$10,000 | | | | | \$3,333 | \$5,000 | \$6,667 | \$10,000 |

Notes:

- The most highly compensated course will be considered the first course (to maximum of three credits).
- All credits beyond the first course will be compensated at the \$1,667 per credit rate.

| Non-Standard Courses Fall, Spring, & Summer | Internships (3 Credit Course) | \$350 per student (up to 14 students) \$5,000 / on load if enrollment is 15 students or more | \$350 per student (up to 14 students) \$5,000 / on load if enrollment is 15 students or more | \$350 per student (up to 14 students) \$5,000 if enrollment is 15 students or more |
|--|--|--|--|--|
| | Undergraduate Recitations (excluding FNAN 303) | \$2,500 per recitation | \$2,500 per recitation | \$2,500 per recitation |
| | Graduate Recitations (MBA Wiley Only) | \$7,000 per recitation | \$7,000 per recitation | \$7,000 per recitation |
| | FNAN 488 (1 Credit Course) | \$116.67 per student (up to 14 students) \$1,667 / on load if enrollment is 15 students or more | \$116.67 per student (up to 14 students) \$1,667 / on load if enrollment is 15 students or more | \$116.67 per student (up to 14 students) \$1,667 if enrollment is 15 students or more |
| | TECM 735 (0 Credit Course) | \$2,500 per graduating class each semester the capstone is offered. | \$2,500 per graduating class each semester the capstone is offered. | \$2,500 per graduating class each semester the capstone is offered. |
| | TECM 760, 761, & 762 (1.5 Credit Course) | \$350 per student (up to 14 students) \$5,000 / on load if enrollment is 15 students or more | \$350 per student (up to 14 students) \$5,000 / on load if enrollment is 15 students or more | \$350 per student (up to 14 students) \$5,000 if enrollment is 15 students or more |

Notes:

- For Instructional Faculty Only: Undergraduate Recitations - 2 (0 credit) Recitations may count as the equivalent of a 1 (3 credit) course when teaching on-load.
- MBA Wiley Recitations Courses if teaching the main course and recitations - no compensation for the recitations. MBA Wiley Recitations may not be taught on load.
- For courses where compensation is based on the number of students enrolled, the Last Day to Drop with 100% Tuition Refund date is the date that will be used to determine enrollment # for pay.

| | | Instructional Faculty Compensation: | | | | Instructional Faculty Compensation: | | | | Adjunct | | | |
|--------|-------------------------------------|--------------------------------------|---------------------------|-----------------------------|----------------------------|---|---------------------------|-----------------------------|----------------------------|-------------|----------------|--------------|--------------|
| | | First Three Credits taught in Summer | | | | All Credits Beyond Three taught in Summer | | | | | | | |
| | | 1 Credit | 1.5 Credits | 2 Credits | 3 Credits | 1 Credit | 1.5 Credits | 2 Credits | 3 Credits | 1 Credit | 1.5 Credits | 2 Credits | 3 Credits |
| Summer | Undergraduate | 3.3% of 9-month base salary | 5% of 9-month base salary | 6.7% of 9-month base salary | 10% of 9-month base salary | 3.3% of 9-month base salary | 5% of 9-month base salary | 6.7% of 9-month base salary | 10% of 9-month base salary | \$1,925 | \$2,888 | \$3,850 | \$5,775 |
| | Graduate (MBA, MSA, MSF, MSM, MRED) | | | | | | | | | \$2,450 | \$3,675 | \$4,900 | \$7,350 |
| | Executive Degree Programs (MS TECM) | \$5,000 | \$7,500 | \$10,000 | \$15,000 | \$5,000 | \$7,500 | \$10,000 | \$15,000 | \$3,500 | \$5,250 | \$7,000 | \$10,500 |
| | Graduate International Residencies | \$3,333 | \$5,000 | \$6,667 | \$10,000 | \$3,333 | \$5,000 | \$6,667 | \$10,000 | \$3,333 | \$5,000 | \$6,667 | \$10,000 |

Notes:

- 9-month faculty must meet their academic year teaching load obligation before receiving any summer teaching compensation. If a 9-month faculty member did not teach their full load during fall or spring, their summer teaching will be used to complete their outstanding credits.
- 12-month instructional faculty do not receive summer compensation. If they teach in the summer the course is counted towards teaching load obligation. Once load is met any additional summer teaching is paid as overload.
- Summer teaching beyond three credits is compensated at 10% of base salary or Exec Ed/Residency rate as long as no unit financial constraints exist.
- Cross-listed / Hybrid courses are considered to be the same course and compensation is provided at the applicable single course rate (this is applicable in Fall, Spring and Summer semesters).
- 12-month instructional faculty summer courses delivered in the first part of the summer session (graduate module starting in April and session A) count towards previous academic year load. All other summer session courses count toward upcoming academic year load.